A close-up, slightly blurred photograph of the American flag, showing the stars and stripes. The flag is oriented diagonally, with the stars in the upper left and the stripes extending towards the bottom right. The colors are vibrant, with a deep red and a bright blue.

THE NORTH CANTON POLICE DEPARTMENT

2010 Annual Report

“Dedicated to Service and Protection”



MESSAGE FROM THE CHIEF OF POLICE

It is my pleasure to submit the 2010 Annual Report to the Mayor, City Council, our Citizens, and to our employees. The annual report allows us to reflect on our accomplishments of the past year and to think about how to improve our services to our community.



These tough economic times have caused us to consider and change the way in which our Department conducts business and is organized. With contract changes and the use of part-time employees we were able to reduce our overtime costs in 2010 by a net reduction of over \$48000. We hope to realize additional savings in 2011 now that we have part time officers available that have completed their training. Additionally there will be several retirements occurring in 2011. We have prepared for these retirements by changing four (4) lieutenant positions to lesser paying sergeant positions. Each sergeant position will save approximately 9% in savings and we expect to have three (3) of these positions filled by summer.

Speaking of retirements, I will be retiring on March 2, 2011. I have thoroughly enjoyed working as a police officer for the City of North Canton and thank the citizens for allowing me the opportunity to work and raise a family in this fine city. I thank all of you that have given me great advice over the years.

The men and women of your police department will continue to make sure that North Canton is a safe place to live, learn, work and play in 2011.

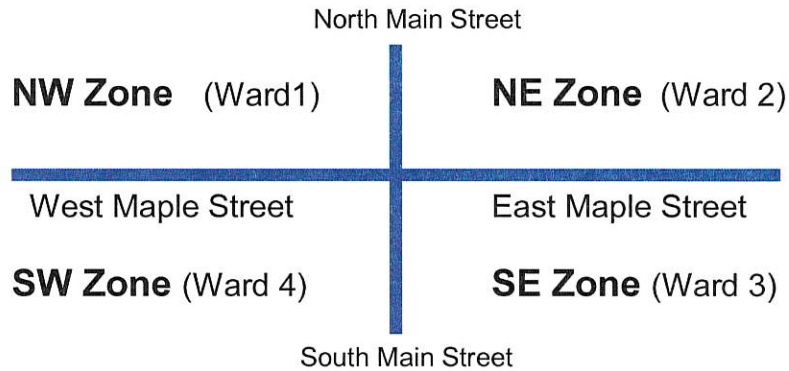
DEPARTMENT MISSION STATEMENT

THE NORTH CANTON POLICE DEPARTMENT IS COMMITTED TO PROTECT AND SERVE THE PUBLIC WITH FAIRNESS, IMPARTIALITY AND RESPECT IN ACCORDANCE WITH THE LAW, WITH THE GOAL OF MAKING THE CITY OF NORTH CANTON A SAFE AND DESIRABLE PLACE TO LIVE, LEARN, WORK, AND VISIT.





 PATROL ZONES



For patrol and statistical purposes the city is divided up into four quadrants or zones. These zones match the street name direction designators to keep things simple. They also reflect the Council Wards. At the minimum there will be a patrol car assigned to patrol both northern zones and one assigned to patrol both southern zones. In addition to the zone cars, there will be a floating car, which will randomly patrol all four zones. Additional cars can be assigned to special patrol duties such as traffic enforcement, neighborhoods, accidents, etc. The Department also employs a bicycle patrol to supplement the normal cruiser based patrol and help patrol the parks.

 MAJOR CRIMES STATISTICS FOR NORTH CANTON

Year	Murder	Rape Forcible	Robbery	Assault Aggravated	Burglary	Larceny	Vehicle Theft	Arson
2006	0	1	7	5	66	267	9	2
2007	0	4	7	4	60	192	7	5
2008	1	1	6	0	60	201	11	1
2009	0	4	5	0	49	311	3	2
<i>*2010</i>	<i>0</i>	<i>4</i>	<i>2</i>	<i>0</i>	<i>49</i>	<i>311</i>	<i>3</i>	<i>3</i>

* 2010 Official Statistics were unavailable at time of report from F.B.I.

IDENTITY THEFT CASE REPORTS				
<i>2006</i>	<i>2007</i>	<i>2008</i>	<i>2009</i>	<i>2010</i>
43	20	30	34	<i>33</i>



CRIMINAL CHARGES & INDIVIDUAL ARRESTS

Criminal charges are the actual filing of one or more criminal complaints with the court against a person usually in conjunction with the physical arrest of that person. Traffic citations are generally not considered arrest charges. The only exception is an arrest for operating a vehicle under the influence of alcohol/drugs (OVI), which is filed on a traffic citation. There were 399 individuals arrested in 2010 that included 312 adult arrests and 87 juvenile arrests. Some of these people were charged with multiple offenses.

When charges are filed against an adult that person can either be arrested and incarcerated at the Stark County Jail or issued a summons and released. This depends on the type and seriousness of the offense. The Police Department utilizes the Canton Municipal Court and the Stark County Common Pleas Court to prosecute criminal offenses. Mayor's Court hears only traffic violations of the Codified Ordinances of the City of North Canton. There are added costs that the city may incur if a person is jailed for a violation of a North Canton City ordinance. For that reason, criminal offenses are prosecuted as violations of Ohio Revised Codes whenever possible. The Canton Municipal Court can try cases involving violations of both North Canton City Ordinances and the Ohio Revised Code. The Stark County Common Pleas Court handles felony violations of the Ohio Revised Code.

When charges are filed against a juvenile they can either be arrested and incarcerated at the Multi-County Juvenile Attention Center or sign a Promise to Appear form and be released to a parent /guardian. The Stark County Family Court – Juvenile Division has exclusive jurisdiction to try all juvenile cases.

In an effort to minimize liability to the city for an improper arrest, whenever possible the officer attempts to first seek an arrest warrant for an individual from the Court.

INDIVIDUALS ARRESTED FOR CRIMINAL CHARGES

YEAR	Total # Arrested	Adults Arrested	Juveniles Arrested
2006	482	347	135
2007	398	289	109
2008	393	306	87
2009	504	357	147
2010	399	312	87

JUVENILE ARREST DATA PROVIDED TO OHIO DEPT. YOUTH SERVICES

White	Black or African American	Hispanic or Latino	Asian	Hawaiian or Pacific Islander	Unknown & Other	Total Juvenile Arrests
64	22	0	0	0	1	87



The Police Department is a participating member of the Stark County OVI Task Force. The Task Force is funded by a State of Ohio grant with the goal of reducing OVI related traffic crashes and incidents of operating a yehicle while intoxicated. Members of the Stark County OVI Task Force are Alliance Police, Canal Fulton Police, Canton Police, Jackson Township Police, Lawrence Township Police, Louisville Police, Magnolia Police, Massillon Police, Minerva Police, North Canton Police, Ohio State Highway Patrol, Perry Township Police, Stark County Sheriff's Office and Waynesburg Police. The OVI Task Force also partners with Stark County Safe Communities, Stark County Health Department, MADD, areas courts and prosecutor's offices, media outlets and schools throughout the county.

Each month the grant also pays for us to place extra patrols in our city to watch for and arrest drunk drivers.



DRUNK DRIVING ARRESTS IN NORTH CANTON

YEAR	Total Arrests	# Adults	# Juveniles
2006	52	49	3
2007	74	74	0
2008	83	83	0
2009	67	67	0
2010	56	56	0

Breathalyzer Test Readings – Average was .170 Blood Alcohol Content for those tested



In 2010 the Department continued being a member of Stark County Safe Communities which is a countywide effort to decrease traffic related fatalities & injuries and increase safety awareness.



DETECTIVE BUREAU

Our goal is to deter crime before it happens. But when crime does occur it is also our goal to vigorously and relentlessly pursue the persons responsible. To that end we rely on our citizens, our patrol officers, and our detectives to work together to make this happen.

There are currently two Officers assigned to the Detective Bureau on a full-time basis, one Lieutenant and one Patrolman. The lieutenant reports directly to the chief of police. We also utilize our School Resource Officer (SRO) to help investigate juvenile crime cases. Additional Patrolmen are temporarily assigned on an as-needed basis.

In addition to investigating criminal offenses they collect crime scene evidence, transport evidence to the crime lab, handle the Crime Watch program, conduct neighborhood surveys following criminal activity, and maintain a liaison with other Departments / Agencies and businesses. They conduct background investigations on candidates for hire and conduct internal investigations, at the direction of the Chief. One of the detectives is also a Property Officer in addition to his regular duties. The detectives do a myriad of tasks that go unnoticed until they aren't done. Listing all of their responsibilities here would be impossible.

The detectives review every criminal report that is taken by the Police Department. Each case is investigated as far as practical. Because of this the detectives have a clearance rate in 2010 of 38.24%. Cases are considered cleared when the offender has been identified and arrested or identified and for some reason the offender cannot be prosecuted such as the death of the offender. Cases can also be cleared if the case can't be prosecuted due to the victim's refusal to cooperate, the prosecutors office declines to go forward, and other circumstances beyond the control of law enforcement.



During the year the Detective Bureau became involved in approximately 117 investigations, 102 that were criminal cases. As of this date, February 17, 2011, one of these cases is still actively being investigated.

It should be noted that these numbers are very similar to last year. We conducted 123 investigations in 2009, 107 that were criminal cases.

The only notable case investigated in 2010 was a theft case at a local bank where a bank employee was accused of stealing about \$55,000.00 from an elderly bank customer. This case was tied into four other similar cases reported in January of 2011. All five of these cases were turned over to the F.B.I. We have been assisting the F. B. I. with these investigations. It should also be noted that we conducted one applicant background check and two Internal Affairs investigations during the year.

Detective Bureau Statistics

<i>Year</i>	<i>Total Investigations</i>	<i>Criminal Investigations</i>	<i>Total Criminal Charges Filed</i>	<i>Individuals Criminally Charged</i>	<i>Overall Clearance Rate %</i>
<i>2005</i>	<i>163</i>	<i>132</i>	<i>48</i>	<i>39</i>	<i>37.12</i>
<i>2006</i>	<i>166</i>	<i>147</i>	<i>47</i>	<i>38</i>	<i>47.62</i>
<i>2007</i>	<i>127</i>	<i>104</i>	<i>50</i>	<i>39</i>	<i>49.53</i>
<i>2008</i>	<i>128</i>	<i>111</i>	<i>72</i>	<i>44</i>	<i>43.24</i>
<i>2009</i>	<i>123</i>	<i>107</i>	<i>63</i>	<i>54</i>	<i>48.60</i>
<i>2010</i>	<i>117</i>	<i>102</i>	<i>15</i>	<i>17</i>	<i>38.24</i>



UNIFORM PATROL DIVISION

The patrol division comprises the largest segment of the department and is the most visible element. North Canton officers are dressed in dark blue uniforms and are assigned to three standard shifts (days, afternoons, nights) along with an officer assigned as a swing and fill-in officer. Each shift has a supervising lieutenant assigned to it who is responsible for the delivery of the required service. There is one lieutenant who is assigned as a swing and fill-in supervisor.

There is one lieutenant assigned as the Patrol Commander. The Patrol Commander has many duties and responsibilities. Some of these are to make sure that the shifts run smoothly, insure that patrol officers follow policy and procedures, review reports, schedule employees, update policies and procedures as needed, make sure that the police department coordinates with other city departments to help solve citizens' issues, maintain a working relationship with other agencies, make corrections as needed with personnel, keep our equipment in peak operating condition, and addresses complaints and concerns from citizens. The Patrol Commander reports directly to the chief of police.

The lieutenants and officers of the uniform division are the first response officers. They answer a wide range of different calls ranging from domestic disputes, robberies, assaults, suspicious persons, noise complaints, traffic violations, accidents, parking complaints, to assisting at EMS medical calls when needed. These officers are the backbone of the police department and are directly responsible for our reputation of delivering great service. Most of these officers have other duties and assignments in addition to their patrol responsibilities.

Notable activity by patrol officers:

In January an officer observed criminal activity that resulted the arrest and conviction of a man that was breaking into the Sped-E-Foods during the night. The store had several break-ins in the prior weeks so the officer assigned in that area placed himself in a position where he could observe the front door of the business. After doing so he was able to see a man break out the door window of the store. The subject fled as the officer approached. He was apprehended in an adjacent neighborhood hiding in a shed. The suspect was then charged with other break-ins that happened in the neighboring jurisdictions.

In September a man was charged with Felony drunk driving for operating a bicycle on the sidewalk in the 1600-block of S Main St. An officer was sitting in the area during paperwork when he saw the suspect fall off his bicycle on the sidewalk. The suspect was too intoxicated to get himself back up. He had a suspended driver's license because of prior OVIs. He was convicted and sentenced to prison.

Also in September a man was charged with felony OVI after being stopped when he attempted to return home after a domestic dispute. He has a history of Domestic Violence and OVI violations. He was convicted of OVI with a repeat offender specification.



In November an officer attempted to stop a vehicle for not using her headlights. As he followed her she drove in the center lane of E Maple, and she was finally stopped near Briar Av NE. Before the officer could exit his vehicle, she sped off at a high rate of speed, with the officer attempting to catch up to her. Unfortunately, the suspect ran into the back of another vehicle on E Maple St and Taft NE. Her BAC was .22%.

TRAFFIC CITATIONS – WRITTEN WARNINGS – PARKING TICKETS

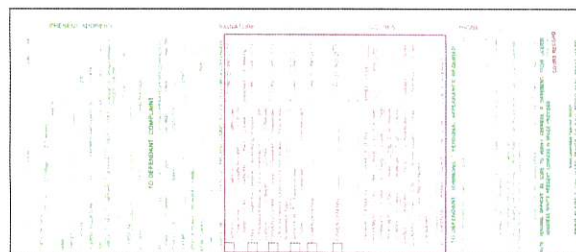
A citation can be issued for a violation of the traffic section of the City Ordinances or the Ohio Revised Code. Mayor's court can only try violations of City Ordinances. The Canton Municipal Court can try violations of both City Ordinances and the Ohio Revised Code. The Stark County Family Court handles all juvenile traffic violations.

Officers have the discretion to issue a written warning for a traffic violation instead of a citation. This is sometimes done for minor offenses, equipment defects, recently expired license plates, or any other offense where a warning will suffice to promote compliance with the traffic code. Warnings are kept on file and the warning file is checked when a driver is stopped by an officer. This helps ensure that the same person does not receive multiple warnings for the same offense.

Parking tickets are issued for various violations of the Parking Ordinance. These include but are not limited to handicapped parking, fire lane, overtime, and no parking zone violations.

TRAFFIC CITATIONS – WRITTEN WARNINGS – PARKING TICKETS

YEAR	TRAFFIC CITATIONS	WRITTEN WARNINGS	PARKING TICKETS
2006	1628	2461	1015
2007	1297	2022	937
2008	1418	2177	943
2009	1495	2448	851
2010	1175	1983	671





The Police Department investigated a total of 516 traffic crashes in 2010. This is an increase of 3 from 2009 and a decrease of 9 from 2008. The Police Department investigates almost all of the reported crashes that occur within the City. Occasionally a Stark County Sheriff's Deputy or Ohio State Patrol Trooper will happen upon a crash in the City and handle it.

The Department investigates crashes that occur on public (roadway) and private property. There were 144 crashes occurring on private property. When the investigation indicates that a violation occurred on roadway accidents a citation is normally issued. Citations are not normally issued for private property crashes.



There were 96 injury accidents in 2010 with 141 persons claiming injury.

The majority of the injury crashes (66%) occurred between the hours of Noon and 7:00 p.m. The worst 4-hour period of the day for injury accidents is between 3:00 p.m. and 7:00 p.m. during the week. In 2010, Friday was the day of the week having the most crashes occurring and December was the month to register the most accidents.

TRAFFIC CRASHES BY YEAR

YEAR	TOTAL NUMBER OF CRASHES	PUBLIC PROPERTY CRASHES	PRIVATE PROPERTY CRASHES	CRASHES WITH INJURY / FATALITY
2006	561	430	131	97/0
2007	604	462	142	96/0
2008	525	402	123	89/0
2009	513	363	150	95/2
2010	516	372	144	96/0

The top four violations involved in the injury crashes were:

- 1). Assured Clear Distance / Following Too Closely
- 2). Failure To Yield
- 3). Obey Traffic Device
- 4). Failure To Control

Our records indicate the areas for the most accidents in the city are 1) 1400-block of N Main St, 2) the 1600-Block of N Main St and 3) 100-Block of Everhard Rd SW. The intersections with the most accidents are: 1) Everhard & S Main St 5 accidents, 2) N Main St & Applegate and Main St. & Maple St with 4 each.



EMERGENCY DISPATCH CENTER

The Department operates a 24-hour Emergency Dispatch Center utilizing a Motorola MCC5500 radio consol purchased new in 2003. The dispatchers handle thousands of calls each year that includes telephone calls, radio calls, direct alarm calls, TDD/TTY for the hearing impaired calls, 911 relayed calls, after hours city service calls, activation of the tornado sirens, activation of Knox box keys, and walk-in window contacts. In addition to the police department, the Dispatch Center also handles responsibilities for the North Canton Fire Department including the Emergency Medical Service, and maintains radio contact and interaction with the Street, Sewer, Water, and Engineering Departments.

The Center also handles the record storage, record keeping, and record release functions of the department. The dispatchers handle the largest portion of data entry into the police computer server. Dispatchers serve multi-functions that enable the Department to keep administrative and clerical staff at a minimum.



Our Center handles all our own Law Enforcement Automated Data System (LEADS) and National Crime Information Center entries for the department and also for Walsh University Police Department, which is located within the city jurisdiction. LEADS and NCIC computers serve as an electronic communication network to retrieve driver licenses information, criminal history checks, warrant notifications, driver license images, parole status, alerts to missing persons, notifications about dangerous persons and incidents, and many other types of law enforcement data.

As an emergency backup, the Department maintains a radio system housed in the Emergency Medical Services building that can be utilized in case of an emergency to the main dispatch center. Also, Walsh University police officers can contact the Center directly to reduce response in times of need and to coordinate efforts if needed. The Center has an installed radio repeater located in the City to help ensure reliable communications with all police and fire units. However, should something occur to the repeater it is an instant switch to bypass the repeater and use a "talk around" channel to all units. The vehicles are still equipped with Motorola XTL radios of sufficient wattage to operate safely in the city even without the repeater.



CALLS FOR SERVICE

2006	2007	2008	2009	2010
31276	28401	29459	29225	28107



A Call For Service (CFS) is a computer entry made by the dispatcher on incidents that officers respond to, traffic stops, calls from citizens, EMS & Fire calls, hazards, arrests, other Agencies using our equipment such as the BAC Datamaster machine, and other things that the dispatcher or supervisor deem necessary. The CFS system allows the Department to track many items and insures an adequate response or check when needed. Calls For Service requiring additional follow-up are monitored by the Patrol Commander to insure that all calls are properly answered.

DRUG ABUSE RESISTANCE EDUCATION

The Police Department currently has Patrolman Michael Foltz assigned to the Drug Abuse Resistance Education (D.A.R.E.) program within the school system. He is known by all as "Officer Mike". In 2010 he instructed 5th grade students in the DARE program. He also taught 3rd grade safety belt program and 4th grade programs on friendship, avoiding bullying and Internet safety.

The 08-09 school year saw 364 5th graders complete the DARE program and 412 students for the 09-10 school year. This school year, 2010-2011, had 385 students participating. 8011 students have participated in D.A.R.E. since our program started in 1992. There were 428 3rd graders who completed the safety belt program in 2010.



The Department received a grant from the State of Ohio for the 08-09 school year and \$6427.00 for the 09-10 school year to teach D.A.R.E. The 2010-2011 school year the grant was for \$6588.40. This money was applied toward wages for the DARE Officer. The Ohio Department of Highway Safety also funded \$1600.00 towards the teaching of the 3rd grade seatbelt program. The North Canton Eagle's donated \$3500.00 to the D.A.R.E. program to continue to fund the wristwatches that are given away to D.A.R.E.



graduates. The North Canton City School District provides an office including all utilities, furniture, Internet and telephone connections for the D.A.R.E. officer in it's building on Portage Street.



SCHOOL RESOURCE OFFICER (S.R.O.)

Patrolman Randy Manse is assigned as a School Resource Officer (S.R.O.) He works within the schools on a daily basis as a liaison between the Department and the School System. He handles most school related incidents, lock down drills and works closely with the school administration to resolve problems through planning.

He is a fulltime officer who splits his time assigned to dayshift by patrolling the city handling calls and working in the schools. Officer Manse was a former undercover drug officer, is a veteran patrol officer, and a member of our Special Response Team. He is assigned by the detective bureau to handle many of the investigations that involve juveniles. Officer Manse is a former Hoover graduate.

The North Canton City School System and the Police Department were able to collaborate and obtain a grant for the 2009-2010 school year for \$6349.00 to help offset the salary of the SRO officer.

SPECIAL RESPONSE TEAM (SRT)

The Department has a Special Response Team (S.R.T.), which is staffed by a Lieutenant, nine Patrolmen, three tactical medics from the Fire Department and a negotiator, who handle this assignment in addition to their regular duties. They train monthly with specialized equipment in various tactics to handle situations that are beyond the normal police response. They are tasked with a wide variety of assignments ranging from serving high-risk search and arrest warrants to barricaded gunmen calls.



BIKE PATROL

The Department utilizes a bicycle patrol to supplement the normal cruiser patrol during the spring, summer, and early fall months. There are currently 5 certified bike officers who have attended specialized training. The Department has 5 Trek, police-model patrol bikes and a marked cruiser equipped with a bike rack for bike patrol use. The bike unit assisted in numerous special community events during the year.



PROPERTY ROOM

The property room is staffed by two Patrolmen and a Lieutenant on a part-time basis. They are the evidence custodians of the Department. Any evidence or property taken into custody by the Police Department is processed through the Property Room. Items taken in range from criminal evidence, like drugs or firearms to recovered property such as a lost bicycle. At any given time there are over 1200 items being held by the Department. During 2010 over 500 items were processed by the evidence officers. Items no longer needed for Court are returned to the owners. Items are released on a continuous basis, over 300 in 2010. Many items are contraband and are destroyed. Useable items for which no owner can be found are sold at the annual City auction. Working with our city Law Director, an order from the Common Pleas Court is sought to gain authorization to sell the items at auction or for their destruction.



TRAINING BUREAU

The Department has several certified instructors who conducted various training classes during the year. These included but were not limited to firearms, less than lethal weapons, subject control, video, and L.E.A.D.S.

Additionally all Officers attended training outside the Department. This training covered a wide variety of topics including B.A.C., Drug I.D., CPR, O.V.I. detection, Traffic Crash Investigation, SWAT, Public Records, Internal Investigations, Interviewing, Background Investigation, Management, Legal Updates, Officer Survival and continuing Chief's Training.

The Department also has a Field Training Unit that is responsible for the training of all new Officers. It is staffed on a part-time basis by a Lieutenant and eight Patrolmen / Field Training Officers. The training of a new officer usually takes about 14 weeks in addition to their police academy training. This is also about the same length of time that a new dispatcher undergoes our training program.

In addition, the training bureau is tasked with reviewing all Reaction To Resistance Reports and all Special Response Team after action reports. Officers are required to immediately file reaction reports anytime a weapon is pointed, a weapon tactic is used, or an unarmed tactic is used to gain compliance of a person. Reviews are done to make sure policy, procedures, and training are being followed and if there are issues that need further addressed.

REVIEW OF 2009 REACTION TO RESISTANCE REPORTS

Total number of incidents which required a Reaction to Resistance Report	16
Number of those incidents which resulted in arrest	13
Number of those incidents which resulted in claim or observed injury (1 was pepper sprayed & 2 had self-inflicted injuries before arrival of officers.	4
Number of officers who generated at least one report	14
Levels of response from officers indicated	Empty Hand Control Display of Firearm





SPEED MONITORING AWARENESS RADAR TRAILER

The Department utilizes a Speed Monitoring Awareness Radar Trailer (SMART) to conduct traffic surveys, monitor speeds, and remind motorists of their speed. The trailer consists of a radar unit and a large numeric display, which shows the motorist's speed. During 2009 the trailer was placed at various streets around the City during the spring and summer months. Information compiled regarding traffic speeds, volume, times of use, etc. aids the Department in focusing on problem areas. It is also used to do traffic counts which aid in making changes to existing traffic controls, adding or deleting them, and substantiating complaints in trouble spots. Any resident wishing to have the SMART placed on their street may call and make a request.



The department purchased a new speed trailer and two stealth stats in 2010. The new trailer is a lower profile than the older one and has a large LED display that flashes if the vehicle exceeds a pre-set speed.



The stealth stats are small radar units that are contained in a pole mountable case. These units allow the department to record the speed and number of vehicles using the target area. These are low profile units that help us to get a more accurate reading of the speed of vehicles in the area. Drivers usually do not know the units are there so their driving habits do not change, thereby giving a better understanding if there is a speed problem or not.



With the help of the North Canton Street Department, we place the stealth stat on a sign post in the target area. If no post is available, then the street department places a post where it is needed and removes it after we complete our survey.



ADULT SCHOOL CROSSING GUARDS

The police department hires, trains, and helps pay for adults to be school crossing guards during the school year. These folks are responsible for the stellar safety record that we have in our children getting to school safely. Twice a day and in all kinds of weather these crossing guards perform their duties at 8 selected sites in the city. We have crossing guards stationed at Clearmount Avenue S.E. & East Maple Street, Main & Maple Streets, West Maple & Hillcrest Avenue, North Main Street & Charlotte Street, Schneider Street & Clearmount Avenue S.E., 200 block of South Main Street, South Main and Bachtel Streets, and at Glenwood Street S.W. & Fair Oaks Avenue S.W.



POLICE DEPARTMENT PERSONNEL

The North Canton Police Department has always been known for its great service and response to the citizens. Hiring the best people is a priority.

The hiring of full-time police officers and dispatchers is governed by the rules of the North Canton Civil Service Commission along with the hiring policies set by the City Administration and Police Department. Candidates wishing to be hired full time as an officer or dispatcher must take the prescribed North Canton civil service test when it is given. A test is good for one year and can be good for up to two years before another test must be given. The Commission has the tests graded, handles any challenges, and then certifies a list of the top six candidates to the mayor. Any of these top six candidates may be considered for hire when an open position occurs and Council has appropriated monies for the position.

The police department conducts a quick background on any prospective candidate to make sure they still qualify for the open position. The Chief of Police along with any supervisors deemed germane to the position then holds interviews. Selected candidates then receive a thorough background conducted by the detective bureau which includes, but is not limited to: interviews, fingerprint checks, criminal arrest checks, traffic violation checks, neighbor checks, former and current employers contacted along with a check of education documents. A candidate will be required to take a polygraph examination. When a candidate successfully passes these requirements, they will be offered a job based on their passing a medical exam, drug test, psychological test, and the mayor's decision to hire and swear them into the position.

Part time employees for police officer and dispatcher are not required to take the civil service test and the Commission does not govern their hiring. Otherwise the same hiring



procedures are conducted. Seasonal employees such as crossing guards are given a thorough background check and hired directly by the police department.

POLICE DEPARTMENT STAFFING AS OF DECEMBER 2009		
POSITION DESCRIPTION	AUTHORIZED BY ORDINANCE.	ACTUAL
Chief of Police	1	1
Chief's Administrative Assistant – Civilian	1	1
Lieutenant	6	6
Patrolman	18 (Council Permitted Only 17 since 2007)	17
Patrolman – Part Time	Unlimited	3
Chief Dispatcher	1	1
Dispatcher	6	6
Dispatcher – Part Time	Unlimited	2
Crossing Guard – Seasonal - Civilian	8	8
Crossing Guard – Seasonal - Substitute	5	4



NOTES

- ▶ In 2010 the Police department partnered with the Federal Drug Enforcement Administration (DEA) and area law enforcement agencies in a national prescription drug take back program. Citizens were encouraged to turn in unwanted/needed prescription drugs for destruction. Pills were separated from their container and the containers were bagged for recycling. The program was such a huge success that the DEA is in the planning stages to hold another collection day, possibly in April 2011.
- ▶ The department held it's first document shred day to help combat Identity Theft. Citizens were asked to bring in their identity sensitive documents for proper destruction. Response to this offer was good and we feel it will only get better each time it is held.
- ▶ We have 1 officer who is a member of the County-wide METRO drug unit. He does this when he can be scheduled away from his other duties in North Canton as a patrol officer. In 2010 his participation returned approximately \$5044.68 to the Department in confiscated drug funds and he was able to obtain a large screen TV for use in our roll call room. METRO also provided him with training at no cost to our Department. His experience is also utilized when we handle our own drug incidents.
- ▶ Again with the help of North Canton School Superintendant Michael Gallina and the North Canton City School Board, the city and the school system agreed to split the cost of providing school crossing guards. The school guard program costs approximately \$39,000.00 a year and was in danger of being severely cut back or eliminated due to the police budget. This cooperation allows us to maintain this program and continue to ensure the safety of the school children.
- ▶ The Department utilizes the Stark County Crime Lab. The Crime Lab provides crime scene technicians when requested, provides invaluable advice when contacted, and conducts lab examinations on the items submitted to them.
- ▶ There are numerous events held by charities and others throughout the year in North Canton. All were notified that due to budget concerns, police security would no longer be provided free of charge.
- ▶ Provided a student prize of being driven to school in a marked police cruiser for the Clearmount Elementary School Fall 2010 Walk-a-thon.
- ▶ The program to start replacing the old Motorola portable radios for each officer started in 2007 and continued in 2010. We are hoping to continue to phase new portables and cruiser radios in over a 4-year period. This will also enable us to be ready by the end of 2012 to comply with the Federal Communications Commission mandate to narrow band all radios by January 2013. We are phasing this in over time so that it will not make a large impact on our budget all in one year.



► The Department continues to be open minded about the current move to consolidate all dispatching centers in Stark County. This has been in motion for approximately 2 years. There are still many questions, including cost, that need to be brought to light before the Department would ever recommend changing its present outstanding Dispatch Center.

However, changes in the 911 system started in 2010 and full implantation will be completed in 2011. The change will allow 911 calls from landline phones within the city being answered directly by our dispatchers instead of being transferred from the 911 center.

► Through contract negotiations, the city in the latter part of 2009 acquired the ability to start using part-time officers in order to save some overtime costs. The Department has started a program to recruit, hire, and train some more part-time officers to supplement the 2 already working for the Department.

In 2010 overtime costs were reduced by almost 34% for the officers and over 46.2% in dispatch, which reduced our overtime costs by \$61442.35. The increased use of part-time employees cost us an additional \$13245.74, which still gave the city a net savings of \$48196.61. We hired 3 additional part-time officers in 2010. The field training for these officers would have driven up the part-time costs in 2010. The savings they should generate should appear in 2011 after they complete the training.

► In 2009 the groundwork was setup to restructure the Department rank system. Through attrition we will reduce the 6 lieutenant positions to 2 lieutenants and 4 sergeants. Each sergeant position will save approximately 9% in wage cost, saving us approximately 36% when completed. Both the lieutenants and patrolmen were instrumental in making this a reality.

► Many personnel changes are in store for the department in 2011. There will be three retirements in 2011, two Lieutenants and the Chief. With the promotion of a Lieutenant to Chief, we will see at least 3 Patrolmen promoted to Sergeant. The process will begin to find new personnel to be hired as patrolmen.

Our goal in 2010 is to continue to make the City of North Canton a safe and desirable place to live, learn, work and play!